



# INDIANA EARLY LEARNING ADVISORY COMMITTEE

## Workforce and Professional Development Workgroup

Meeting Minutes Summary

Date: June 19, 2014

### MEMBERS

Kevin Bain

Melanie Brizzi

Charlie Geier

Beckie Minglin

Tammy Veselsky

Alonzo Weems

### ADVISORY MEMBERS

John Burnett

Connie Sherman

#### Attendees:

John Burnett, Diana Wallace, Tammy Veselsky, Stefanie Monroe, Christina VanOsdol, Hanan Osman, Marsha Lindsey, Pam Musick, Terri Swim, Becky Carothers, Kyle Wehmann

#### Key Topics Discussed:

1. Review of ELAC Workgroup Framework incl. Primary Objectives for 2014
2. T.E.A.C.H. Scholarship Model
3. New high school scholarship for CDA
4. We are building the workforce, but not necessarily adding more workers
5. IN needs to recognize early education as a highly-needed profession
6. We need data to drive professional development opportunities to grow according to need.
7. PreK should be subsidized for the quality of education, like other grades
8. Need an Economist and/or folks with a public policy background to join this Workgroup (Diana will approach Ashlyn from SPEA for recommendations)
9. Also need a business-savvy person in this workgroup
10. 3 recommendations made for June 30<sup>th</sup> Report: **(1)** Conduct comprehensive workforce analysis of the early childhood education (ECE) profession **(2)** Incentivize ECE profession **(3)** Align the early education system with early education job responsibilities
11. Stacie Goffman (leader in the field) has offered to join our group by phone!
12. The evolution of Nursing is closely related to that of ECE
13. ECE needs to be available for ALL children birth to age 8—Universal and accessible to families whether or not they use it.

#### Key Questions Raised:

1. What is the current state of the workforce of early childhood education?
2. What are the current demands of this workforce?
3. What is the current pay?
4. What other stakeholders do we want to include over time?
5. Is early childhood education a field or a profession?
6. Where are we now and where do we need to be in terms of number of teachers needed?
7. How can we make ECE compensation fair?
8. How do we gather and synthesize the data to show the current state of professional development towards early education in our state?
9. What do we want the future state of professional development to look like?
10. What are some projects with deliverables and metrics, and how do we resource them?

#### Action Steps:

1. After John sends an introductory email to Jillian Nead, Stefanie will contact her to crosswalk data in *IN Childcare Workforce Study\** with *Careers in Early Childhood\** (\*both in Wiggio) to create and enhance a baseline



- document
2. Please look at licensing regulations: Prek Teacher licensure and program licensure, 619 part B. We will create a grid based on licensing requirements at next meeting.
  3. Diana to look at HHS Region 3 (VA, SC, NC, GA...)
  4. Please bring (or upload to Wiggio) any workforce-related reports you may know of so the group can get a sense of what workforce data is available beyond the reports prepared by Jillian.

### **Next Meeting**

Date: Thursday, July 10<sup>th</sup>, 2p-4p

Location: TBD

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